*Elementary Teaching Positions

School year: 2001-2002

Long-Term positions: 3
Permanent Positions: 0

School year 2002-2003

Long-Term positions: 5
Permanent positions: 0

School year 2003-2004

Long-Term positions: 0
Permanent positions: 0

School year 2004-2005

Long-Term positions: 3 Permanent positions: 9

School year 2005-2006

Long-Term positions: 4 Permanent positions: 4 Part-Time positions: 1

School year 2006-2007

Long-Term positions: 2
Permanent positions: 4

Long-Term positions total: 17
Permanent positions total: 17
Part-time positions total: 1
Total positions: 35

^{*} NO MEMBER! OF THE UNION BID ON THESE POSITIONS

* LIST NOT INCLUDING SHORT-TERM POSITIONS





A Professional Corporation

120 West Tenth Street Erie, Pennsylvania 16501-1461 814-459-2800 Fax 814-453-4530 www.kmgslaw.com Mark J. Kuhar Direct Dial Number 814-459-9886 Ext. 250 mkuhar@kmgslaw.com

June 3, 2005

RICHARD H. ZAMBOLDI JACK M. GORNALL HARRY K. THOMAS MICHAEL A. FETZNER JAMES T. MARNEN MICHAEL J. VISNOSKY DONALD E. WRIGHT, JR. RICHARD W. PERHACS ROBERT G. DWYER R. PERRIN BAKER MARK E. MIODUSZEWSKI CARL N. MOORE DAVID M. MOSIER THOMAS A. TUPITZA GUY C. FUSTINE RICHARD E. BORDONARO BRIAN GLOWACKI JOHN O. DODICK FRANCIS J. KLEMENSIC TIMOTHY M. SENNETT WILLIAM C. WAGNER PATRICIA K. SMITH MARK T. WASSELL RICHARD A. LANZILLO JOANNA K BUDDE PETER A. PENTZ MARK G. CLAYPOOL THOMAS C. HOFFMAN II MARK J. KUHAR CHRISTOPHER J. SINNOTT TIMOTHY M. ZIEZIULA JENNIFER E. GORNALL-ROUCH MARK A. DENLINGER JEROME C. WEGLEY TRACEY D. BOWES TRACY L. HARRIS NEAL R. DEVLIN ANDREW F. GORNALL NADIA A. HAVARD

OF COUNSEL: WILLIAM C. SENNETT EDWIN L.R. McKEAN Caleb L. Nichols, Esq. P.O. Box 1585 Erie, PA 16507

RE: Wagner v. Crawford Central School District, et al.

No. 04-264

Dear Mr. Nichols:

Enclosed is a list of elementary education teachers hired by the District.

Very truly yours,

KNOX McLAUGHLIN GORNALL & SENNETT, P.C.

Mark J. Kuhar

MJK/hm Enclosure # 616379

c: Owen R. Kenney, Esq.

Case 1:04-cv-00264-SJM Document 124-18 Filed 07/03/2007 Page 3 of 48

Crawford Central School District



Instructional Support Center
11280 Mercer Pike
Meadville, Pennsylvanin 16335-9504
Telephone: (814) 724-3960
FAX: (814) 333-8731
http://www.ctny.org

Michael E. Dolecki, Superintendent

Charles E. Heller III Assistant Superlatendent Shawn G. Sampson Buyiness Manager/Board Searctury Suzinne L. Good Director of Elementary Curriculum Jennifer A. Guldon Director of Secondary Curricultun Duvid M. Harida Acting Director of Special Services John M. Bauer Supervisor of Buildings & Grounds Richard L. Fraker Courdinator of Technology Frank B. Barba Coordinator of Trans Hand Service

OFFICE OF THE ASSISTANT SUPERINTENDENT

MEMO TO:

Mark Kubar

FROM:

Charles E. Heller, III

DATE:

May 31, 2005

RE:

Elementary Teaching Positions

The following people are the only Elementary Education Teachers hired:

Name	Date of Hire
Aimee L. Shorts Amy R. Lawrence Erin Bourquin Lisa Taormina Robert Bazylak Tammy Foster Chad DuPont Marcie A. Pifer Mark Weathers Lori T. Carr Jennifer Stefanucci	9/25/2000 5/24/2004 5/24/2004 5/24/2004 5/24/2004 5/24/2004 6/28/2004 6/28/2004 6/28/2004 8/23/2004 10/25/2004



Case 1:04-cv-00264-SJM Document 124-18 Filed 07/03/2007 Page 4 of 48

SCHOOL YEAR 2001-2002	01-2002	_					***
,							
Name	Gender	Race	Graduation Date	Graduation Date Area of Cerification	Date of Cert	Date hired	Donition/Cohoo
						1	
Rowena Wagner	Female	Asian	May 2000	Elem, Ed. K-6	May 2001	×	Substitute Teacher
							סמסנומים וכמכוום
Karen Jamieson	Female	White	1997	1997 Elem. Ed. K-6	May 1998	Alia 2001	170 1/4~ OL
						1	רוס ומט כסכוו מווטו
Warci Piter	Female	White	Aug 1997	Elem. Ed K-6/FC	Eeh 1998	700000	HOO
			-		- 000	Dec 7001	LIS Grade 1 Second Dist.
Brian Mahoney	Male	White	May 2000	Elem, Ed. K-6	July 2000	2000	100
				-		1001	LIO GIAGE & WEST EUG

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CRAWFORD CENTRAL SCHOOL DISTRICT 11280 MERCER PIKE

MEADVILLE, PA 16335 July 13, 2005

ELEMENTARY
VRY TEACHERS HIRE
ERS HIRED BETWEEN JUN
NE 2001 AND
JUNE 2005

PERSON

Michele Shimek Sept, 2002 None Sept, 2002 Donna Jo Triggiani Oct, 2002 None Nov, 2002 None	een Blackmore	Jec, 2001 Marcie Pifer Jan, 2002 Brian Mahoney Feb, 2002 None Ma, 2002 None April, 2002 None May, 2002 None	2001 2001 2001 2001	July, 2001 None Aug, 2001 Karen Jamieson	DATE OF HIRE NAME May, 2001 None June 2001 Michala Francis
-CE	Special Education-SD Hearing Impaired - FD	LTS-Grade 1-SD LTS-Grade 2-WE N HIRED Buzande 10th	PT to FT - EE	LTS-Learning Support-CE	POSITION
Grela English	Special Education Elementary Educal	H. Powell M. Raber	Lisa Beck	Greta English	SUBBING FOR IF LONG TERM SUB
Hearing Impaired Special Education Elementary Education Special Education Special Education Special Education	Special Education Elementary Education	Elementary Elementary	Elementary Special Education	Special Education	CERTIFICATION
8/1/1979 1/1/1999 1/1/1999 1/1/12000 5/1/2000 (12/1/1997 12/1/1997	2/1/1998 7/1/2000	5/1/1998 6/1/2002 vorticalistic 01-02 only	12/1/1997	YEAR OF CERTIFICATION
agreement 02-03 only	Awarded position thru bidding process by collective bargaining	1/7/02 - 6/02 1/22/02-6/02	_‰ 01-02 only	01-02 only	COMMENTS

CJSHS-Cochranton Jr.-Sr. High FD-First District Elementary WE-West End Elementary

LTS-Long Term Substitute EE-East End Elementary CE-Cochranton Elementary

SD-Second District Elementary NIH-Neason Hill El PT-Part-time - FTmtary -fima

Page 6 of 48 Document 124-18 Filed 07/03/2007 Case 1:04-cv-00264-SJM * Nikki Shearer, a student teacher was interviewed before graduation date. *Robert Bazylak, a student teacher was interviewed before graduation date *Nikki Shearer *Robert Bazylak Rowena Wagner Name Amy Szalewicz Anna McElwain Chad Dupont SCHOOL YEAR 2002-2003 INTERVIEW DATE: 12/2002 Ms. Joye Pickens's position No formal obervation - Suzanne Good's deposition Amy Szalewicz was employed by Seton Catholic School from 08/00 to 12/02 - see Szalewicz's file Female Female Female Male Female Male Gender White White White White Asian Race Dec 2000 May 2001 Dec 2002 Dec 2002 May 2000 Graduation Date Area of Cerification Elem. Ed. K-6
Elem. Ed. K-6
Elem. Ed. K-6
Elem. Ed. K-6/EC
Elem. Ed. K-6/EC Elem. Ed. K-6 Date of Cert Aug 2000 Dec 2000 May 2001 Jan 2003 May 2001 Date hired 01/02/03 LTS-Grade 2-Cochranton 01/02/03 LTS-Grade 5-Second Dist 01/02/03 LTS-Grade 3- West End 01/02/03 LTS-Kdg.-West End 01/02/03 LTS- Grade 4- Neason Hill 6 mos.(Pitts. Position/School Experience

*2.4

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PA)

Page 7 of 48

Filed 07/03/2007

Document 124-18

PROFESSIONAL APPOINTMENTS - SETTING OF SALARIES SCHEDULE B #153

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The following persons shall be hired and employed in the following positions at the salary or compensation and on the starting date listed.

Long-Term Substitute at Second Dist. Elem. Grade 5 for the remainder of the 2002-2003 school year (S.Roe)	(pro-rated) \$33,271	Bachelor's Step 1	Elementary	azwajik
Long-Term Substitute at West End Elem. Grade 3 for the remainder of the 2002-2003 school year (J.Samson)	(pro-rated) \$33,271	Bachelor's Step 1	Elementary	Tearen
Long-Term Substitute at West End Elem. Kindergarten PM only for the remainder of the 2002-2003 school year 101/09/08 (G.English/shared Kindergarten)	(pro-rated) \$33,771	Bachelor's +15 Step 1	Elementary	cElwain
itu sc.	(pro-rated) \$33,271	Bachelor's Step 1	Elementary	ny K. Zelewicz
TEMPORARY PERMANENT BEGINS CONTRACT CONTRACT	SALARY	POSITION ON SALARY SCALE	SERVICE CERTIFICATION	MPLOYEE
Page 2 of 2				

Case 1:04-cv-00264-SJM

LIE APPROVED:

JANUARY 27, 2003

Case 1:04-cv-00264-SJM Document 124-18 Filed 07/03/2007 Page 8 of 48



Chawford Central School District

Instructional Support Center 11280 Mercer Pike Meadville, Pennsylvania 16335-9504 Telephone: (814) 724-3960 FAX: (814) 333-8731 www.craw.org

Michael E. Dolecki, Superintendent

Charles E. Heller III

Assistant Superintendent
Shawn G. Sampson

Business Manager/Board Secretary
Suzanne L. Good
Director of Elementary Curriculum
Jenniler A. Brown
Director of Secondary Curriculum
Nicholas J. Cheropovich
Director of Special Services
John M. Bauer
Supervisor of Buildings & Grounds
Richard L. Fraker
Coordinator of Technology

OFFICE OF THE ASSISTANT SUPERINTENDENT

December 20, 2002

Mrs. Rowena Wagner 166 N. Franklin St., P.O. Box 781 Cochranton, PA 16314

Dear Mrs. Wagner:

The interviewing team has met and considered carefully all the applicants for the positions listed. The team had to make a choice between several highly qualified candidates.

Anna McElwain Ki Amy Szalewicz Gr Robert Bazylak Gr	ndergarten ade 2 ade 5	Neason Hill Elementary School West End Elementary School Cochranton Elementary School Second District Elementary School West End Elementary School
---	------------------------------	--

I will keep your application on file to review if another position should become available.

Thank you for your continued interest in our School District.

Chil & Hells, III.

Charles E. Heller, III

Assistant Superintendent of Schools

CEH/s

Case 1:04-cv-00264-SJM		Filed 07/03/2007 Page 9 of 48
*Lori Carr subbed for	*Tammy Foster subbed for CCSD from November 19 *Lisa Taormina graduated April 2003 major: Applied graduated June 2004 Master of Arts in	INTERVIEW DATE: MARC Name Rowena Wagner Robert Bazylak Robert Bazylak Robert Bazylak Robert Bazylak Female Amy Szalewicz Female Female *Tammy Foster *Lisa Taormina *Tlammy Foster *Lisa Taormina Mark Weathers Male Chad Dupont Mark Weathers Male Chad Dupont Meghan Porter Female Cheryl Krachkowski Female Jennifer Steffanucci Female Jennifer Steffanucci Female
CCSD, Co.	ed for CCSD uated April 20 ted June 200	
nneaut a	D from N	Race Race White
Conneaut and Penncrest School District	from November 1994-June 1996 from November 1994-June 1996	Graduation Date May 2000 Dec 2002 Dec 2002 May 1994 May 2002 Dec 2002 May 2004 May 2001 May 2001 May 1999 Aug 2002 May 2004 May 2004 May 2004 May 2004
nool District	er subbed for CCSD from November 1994-June 1996 a graduated April 2003 major: Applied Developmental Psychology, University of Arts in Teaching: Elementary Education,	Area of Cerification Elem. Ed. K-6 Elem. Ed. K-6
	of Pittsb	Date of Cert Date of Cert Jan 2003 Aug 2000 Jan 2003 June 1994 Nov 2003 June 2002 Dec 2000 June 2004 (Feb 2002) May 1999 Nov 2002 June 2004 June 2004
	urgh, PA Pittsburgh PA	Date hired X May 2004 Aug 2004 Aug 2004 Aug 2004 Sept 2004 Sept 2004
		Position/School Rorade 6 - Second District Kindergarten - Second District Grade 2 - First District Grade 5 - Forst District LTS-Grade 1 - Cochranton LTS-Grade 4 - Cochranton Kindergarten - East End
P. S. Men		Experience Experience 1. 1. 1. 2)(Erie School) 5 years sub 6 mos. (Greenville

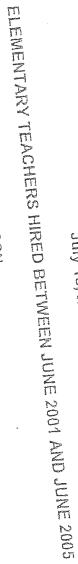
No.

Danielle Landon

Guidance Counselor-EE

Secondary Guidance

July 13, 2005





Cust-IS-Cochranton Jr.-Sr. High FD-First District Elementary 'E-West End Elementary

SD-Second District Elemental NH-Neason Hill Elementa pt, will be Fi-Full-tin

CRAWFORD CENTRAL SCHOOL DISTRICT 11280 MERCER PIKE MEADVILLE, PA 16335

July 13, 2005

ELEMENTARY TEACHERS HIRED BETWEEN JUNE 2001 AND JUNE 2005

SUBBING FOR

PERSON

Ouco		020.0	-	ooui	1101		_ '	10		1100	. 01		<i>,,</i> <u> </u>	,,,
7 Oct, 2004 (Aug. 2004 Aug. 2004 Sept. 2004	July, 2004 None	EA)(E	No.		(A))(16				June, 2004	DATE OF
Cheryl Krachkowski	Aug. 2004 Danielle Morris Aug. 2004 Megan Porter Lori Carr Sept. 2004 None	Melissa Vogt None	Wendy Alward Gayle Chapin Mary Hauser	Martha MacLaren	Kristen Bazylak		Karen Jamieson	Marcie Piter	Chad DuPont	raune vaugnn	Mark Weathers		June, 2004 Stacle Boca	
LTS - Grade 4- CE	LTS-Grade 1-CE LTS-Grade 3-WE Grade 5 - CE	Emotional Support - FD	Speech/Lang - EE/NH Speech/Lang - WE Speech/Lang - FD/SD	Emotional Support - NH	Elem. Guidance Counselor - EE		Temp.Title I Reading-FD	Math/Reading InterSD/NI-I/CE	Grade 5 - EE	Title I Reading - WE	Grade 5 - FD			, C.
Donald Erdley	Jennifer Thumm Bonalyn Stone							11-1/CE					8 8 8 8	IF LONG TERM
Elementary K-6	Elementary K-6 Elementary K-6 Elementary K-6	Elementary K-6 Ment/Phys Impaired	Speech Correction Speech Correction Speech Speech Correction	Elementary K-6 Ment/Phys. Impoint	Social Studies	Reading Specialist	Elementary K-6	Elementary K-6	Reading Specialist	Elementary	Early Childhood N-3 Elementary	Elementary K-6	CERTIFICATION	
11/2/2002	6/1/2004 2/1/2002 5/1/1999	7/1/1998 5/1/1993 5/1/1993	6/1/1990 2/1/2003 9/1/1979	5/1/2003 6/1/1990	4/1/2004	4/1/2004	2/1/1998 5/1/1998	2/1/1998	7/1/1997	1/1/1997	1/1/1997	1/1/1997	CERTIFICATION	YEAR OF
2004-2005 only	2004-2005 only 2004-2005 only					orie year							COMMENTS	

SD-Second District Elementary
NH-Neason Hill El ntary

EE-East End Elementary

LTS-Long Term Substitute

CE-Cach

ton Elementary

CJSHS-Cochranton Jr.-Sr. High

FD-First District Elementary
WE-West End Elementary

CRAWFORD CENTRAL SCHOOL DISTRICT MEADVILLE, PA 16335 11280 MERCER PIKE

July 13, 2005

ELEMENTARY TEACHERS HIRED BETWEEN JUNE 2001 AND JUNE 2005

IF LONG TERM	SUBBING FOR	PERSON
くになるこれ		

DATE OF

0201	COIVI	Doc	Janne	J110	121	10		1 1100	2017	00/2	001
	్ర్హ్ Joseph Hruska (ఓది) Amber Nolan-J	Chislina Jankoviak	June, 2005 Amber Digiacomo	May, 2005 None	Mar. 2005 None) Feb. 2005 Patricia Franc	Jan. 2005 None	Nov. 2004 Heather Buchanan Dec. 2004 None	Julie Waha	Oct, 2004 Jennifer Stefanucci	RE NAME
	ska n-Johnstor E								W	efanucci	
	(50) Joseph Hruska Health/Physical Ed - EE	Elem. Alternative Ed/ISS-FD	Learning Support - FD		r) Ittle I Reading - Seton	FT Title I Reading - FD		Speech/Lang - FD/NH/CE/CJSHS	Learning Support - SD	Kindergarten - EE	POSITION
50.1								SHSL		Ç	NE LONG LUXIN
Special Education N-12	Special Education N-12 Health/Physical Education	Special Education N-12 Elementary K-6	Elementary K-6		Reading Specialist	Reading Specialist		Ment/Phys Impaired Speech & Lang, Impaired	Early Childhood N-3 Elementary K-6	Elementary K-6	
1/1/2003	5/1/2005 5/1/2005 12/1/2004	5/1/2005 5/1/2005			3/1/2004			2/1/2000	6/1/2004	CERTIFICATION 6/1/2004	YEAR OF
,					2004-2005 & 2005-2006 2006-2007					COMMENTS	

CE-Cochrapton Elementary EE-East End Elementary LTS-Long Term Substitute

CJSHS-Cochranton Jr.-Sr. High FD-First District Elementary WE-West End Elementary

SD-Second District Elementary NH-Neason Hill Ele PT-Part-time - FT_k ... ma

Case 1:04-cv-00264-SJM	Document 124-18	Filed 07/03/2007 Page 13 of 48
	with Maryland teaching certificate but not certified in Pennsylvania. - with Maryland teaching certificate but not certified in Pennsylvania. - with Maryland teaching certificate but not certified in Pennsylvania.	O06 O06 O06 O06 O06 O06 O06 O07 O07
	to obtain all Cus	ert Date hired Position/School Experience (years) X Aug 2005 Aug 2005 Kindergarten- Second Dist. 4 mos. sub Aug 2005 Kindergarten- West End 5 Aug 2005 LTS-Grade 1- West End 4 Aug 2005 Aug 2005 LTS-Grade 1- First District Aug 2005 Aug 2005 Aug 2005 LTS-Grade 1- Second Dist. unknown Nov 2005 LTS-Grade 1- Second Dist. unknown Dec 2005 Part-time ESL- East End unknown Dec 2005 Part-time ESL- East End Dist. unknown 1.5

CKAWFORD CENTRAL SCHOOL DISTRICT BOARD OF SCHOOL DIRECTORS

PROFESSIONAL APPOINTMENTS - SETTING OF SALARIES SCHEDULE II #1.79

8/29/05	Long Term Substitute – Grade 4 Cochranton Elementary (D. Erdley)	\$37,500	n Bachelor's Step 1	Elementary Education Bachelor's Step 1	Christopher D. Peters
8/29/05	Ī	\$37, 500	Bachelor's Step 1	Elementary K – 6 Reading Specialist	Danielle M. Morris
BEGINS	TEMPORARY PERMANENT CONTRACT	SALARY	POSITION ON SALARY SCALE	SERVICE CERTIFICATION	EMPLOYEE

CRAWFORD CENTRAL SCHOOL DISTRICT BOARD OF SCHOOL DIRECTORS

PROFESSIONAL APPONTEMENTAL SECURIOR SALARIES PROFESSIONAL APPONTEMENTS - SETTING OF SALARIES PROFESSIONAL APPONTEMENTAL SECURIOR SECURIO

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Melonie	Jy-Moore	Jamer	MPLOYEE	
Elementary	Elementary K-6	Elementary K-6	SERVICE	
Bachelor's Step 1	Master's Step 5	Bachelor's Step 1	POSITION ON SALARY SCALE	
\$37,500	\$41,352	\$37,500	$\overline{\mathrm{SALARY}}$	
West End Elementary School (B. Martin)	West End Elementary School West End Elementary School	i	TEMPORARY PERMANENT CONTRACT CONTRACT	
8/29/05	8/29/05	8/29/05	BEGINS	

CRAWFORD CENTRAL SCHOOL DISTRICT BOARD OF SCHOOL DIRECTORS

PROFESSIONAL APPOINTMENTS - SETTING OF SALARIES MANAGEMENT OF SALARIES MANAG

ALLE MERKOVED: A	- 1	Forter	Megan K.		Christa Sherred	Karen Jamieson	Taire du Ivaly	Simos	Natalie Veltre		Christine D. Bond		Aimee L. Shorts		Wallace G. Mason, Il		Deborah L. Ross		Daniel T. Svirbly	chiterra several temperenement for the temperal temperature temper	EMPLOYEE
AUGUST 22, 2005			Elementary IV _ K	- Change I		Certification Change	Certification Change		Certification Change	1	Certification Change	,	Certification Change	28rmair	Certification Change	01	Certification Change		Certification Change	MOTOR TO PROPER MEMORY TO PROPER SECOND TO THE SECOND SECO	SERVICE CERTIFICATION
		Step 1		Master's +15 Step 3	j-	Bachelor's +15 Step 1	Step 1	Magtara	Master's Step 1	V.C.D. V	Master's	7 0,510	Master's	S Clair	Master's	กเต้า 7	Bachelor's +15	לוכוֹת 1	Bachelor's +15	SCALE	POSITION
	Φ3/,500			\$40,664	\$38,000		\$38,500	\$38,500	200 700	\$39,180		\$39,180		\$46,097		\$38,681		\$38,000	etzerokoniena detan za bentok etxketsa mendopadak perencentaka	SALARY	
	Pirst District Elementary School	X Grade 1		Full increment	Full increment		Full increment	Full increment		Full increment	COINT KACT	TEMPORARY									
	lentary School																		CONTRACT	PERMANENT	
0/29/05			8/29/05	8/29/05		8/29/05	-11-00	8/90/05	8/29/05		8/29/05		8/29/05		8/29/05		8/29/05	To the second of second temporal graduates and second second temporal second second second second second second	BATATINE		Page 1 of 2

CRAWFORD CENTRAL SCHOOL DISTRICT BOARD OF SCHOOL DIRECTORS

SCHEDULE B #181 PROFESSIONAL APPOINTMENTS - SETTING OF SALARIES PROFESSIONAL APPOINTMENTS - SETTING OF SALARIES

The following persons shall be hired and employed in the following positions at the salary or compensation and on the starting date listed.

Page
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Case	1.04-67-0	JU264-SJIV	ı DC	cument	. 124-	10 FII	ea 07/0	3/2007
						Stacey L. Thompson	Cheryl K. Krachkowski	EMPLOYEE
						Elementary Education	Elementary Education	SERVICE CERTIFICATION
						Bachelor's Step 1	Bachelor's Step 1	POSITION ON SALARY SCALE
						\$37,500 (pro-rated)	\$37,500 (pro-rated)	SALARY
						Temporary Grade 1 Teacher Second District Elementary (vacancy from B. Kantz resignation)	Temporary Kindergarten Teacher First District Elementary School (for Amy Holt)	TEMPORARY PERMANENT CONTRACT CONTRACT
						11/21/05 through remainder of 2005-200 school year	through remainder of 2005-2006 school year	BEGINS

D P

File:Board\SCHEDULE=12-19-05.doc

CRAWFORD CENTRAL SCHOOL DISTRICT BOARD OF SCHOOL DIRECTORS

PROFESSIONAL APPOINTMENTS - SETTING OF SALARIES SCHEDULE B #182

The following persons shall be hired and employed in the following positions at the salary or compensation and on the starting date listed.

SERVICE ON SALARY EMPLOYEE CERTIFICATION SCALE \$25.00/hr. Part-time ESL Teacher of 2005-2006 school Early Childhood Early Childhood Early Childhood SERVICE ON SALARY SALARY TEMPORARY CONTRACT CONTRACT 12/1/05 thru remaind(Part-time ESL Teacher of 2005-2006 school (Pending Act 34, Act 151 Clearances and Physical)	
POSITION ON SALARY SCALE \$25.00/ht	
TEMPORARY PERMANENT CONTRACT CONTRACT CONTRACT 12/1/05 thru Part-time ESL Teacher Past End Elementary School East End Elementary School (Pending Act 34, Act 151 Clearances and Physical)	
12/1/05 thru remaind(of 2005-2006 school nces and Physical)	

Page 1 of 1

Page - 2.

name APPROVED: December 19, 2005

Case 1:04-cv-00264-SJM Document 124-18 Filed 07/03/2007 Page 19 of 48

	unknown	EIS-LIDIAI y- First and West unknown	0001						
Oī		TO I bear cast city	Sent 2006	unknown	Elem. Ed. K-6	unknown	White	remale	Nebecca Spadarore Female
	unknown	Kindergarton East East	Aug 2006	March 1996	Elementary	1992	White	remale	Pehane Courson
	unknown	TS Crade 6 Cach	Aug 2006	unknown	Elem. Ed. K-6	unknown	White	Female	l ara Kelyman
	unknown		Aug 2006	unknown	Elem, Ed, K-6	unknown	White	Female	Stacey Thompson
2.5		Glade First District	Aug 2006	unknown	Elem. Ed. K-6	unknown	White	Female	Lauren Mattocks
Si		052.4	ALIG SOOS	Nov 2002	Elem. Ed. K-6	Aug 2002	White	Female	Cheryl Krachkowski
		<	×	May 2001	Elem. Ed. K-6	May 2000	Asian	Female	Rowena Wagner
	Experience	Position/School	Date hired	Date of Cert	Graduation Date Area of Cerification	Graduation Date	Race	Gender	Name
		-							
			308	r dated July 21 or	Rowena Wagner, Plaintiff not considered for an interview - see Mr. Heller's letter dated July 21, 2006	ed for an interview	considere	laintiff not	Rowena Wagner, I
								06-2007	SCHOOL YEAR 2006-2007

Case 1:04-cv-00264-SJM Document 124-18 Filed 07/03/2007 Page 20 of 48

Crawford Central School District



Instructional Support Center 11280 Mercer Pike Meadville, Pennsylvania 16335-9504 Telephone: (814) 724-3960 FAX: (814) 333-8731 http://www.craw.org

Michael E. Dolecki, Superimendent

Charles E. Heller []] Assistant Superintendent Shawn G. Sampson Business Manager/Board Secretary Suzanne L. Good Director of Elementary Curriculum Jennifer A. Galdon Director of Secondary Curriculum David M. Harida Acting Director of Special Services John M. Bauer Supervisor of Buildings & Grounds Richard L. Fraker Coordinator of Technology Frank B. Barba Coordinator of Trans /Food Service

OFFICE OF THE ASSISTANT SUPERINTENDENT

July 21, 2006

Mrs. Rowena Wagner 166 N. Franklin St., P.O. Box 781 Cochranton, PA 16314

Dear Mrs. Wagner:

The Screening Committee has met and considered carefully all the applicants for the position of Elementary Education Teacher at Crawford Central School District. The Committee had to make choices between many highly qualified candidates.

Although you were not considered for an interview, I will keep your application on file to review if another position should become available.

Thank you for your interest in our School District.

Sincerely,

Charles E. Heller, III

Assistant Superintendent of Schools

Chi Helle III

CEH/jen

CC: File

SERVICE

CRAWFORD CENTRAL SCHOOL DISTRICT BOARD OF SCHOOL DIRECTORS

File:Board\SCHEDULE=8-28-06,doc

PROFESSIONAL APPOINTMENTS - SETTING OF SALARIES SCHEDULE B#188

The following persons shall be hired and employed in the following positions at the salary or compensation and on the starting date listed.

DAI VPROVE	Thompson Tara D.	Mattocks Stacev I	Krachkowski	Feleppa	Faust Michael V	Rebecca I.	Miles K.	Evan T.	Meghan M. Roser	EMPLOYEE
Elementary K - 6		Type 61, Instructional I Elementary K - 6 Mid-Level Mathematics	Type 61, Instructional I Elementary K – 6	Type 61, Instructional I Health & Physical Ed. Special Education	Speech Correctional I	English 7 – 12	English 7 – 12 Type 61, Instructional I	Type 61, Instructional I	Type 61, Instructional I Elementary K-6	SERVICE CERTIFICATION
Bachelor's Step 1	Bachelor's Step 1	Bachelor's Step 1	Bachelor's Step 1	Bachelor's +15 Step 1	Master's Step 1	Step 2	Step 1	Magazia	SCALE Master's Sten 2	POSITION ON SALARY
\$38,737.00 (pro-rated)	\$38,737.00	\$38,737.00	\$38,737.00	\$39,338.00	\$39,837.00	\$40,337.00	\$39,837.00		SCALIGARE NAME OF THE PROPERTY OF THE PROPERT	SAT A Thur
LTS - Grade 6 (Kathy Bauer) Cochranton Elementary School	X Grade 1 Teacher	First District Elementary X Grade 1 Teacher Cochranton Elementary School	X Grade 1 Teacher	X MR Teacher First District Elementary School	X Speech & Language Pathologist	X Grade 8 English Teacher Meadville Area Middle School	X Grade 7 English Teacher Meadville Area Middle School	Meadville Area Middle School	TEMPORARY PERMANENT CONTRACT CONTRACT X	
f	8/28/06	8/28/06		8/28/06	- 1	8/28/06	8/28/06	1 8/28/06	BEGINS	Page 3 of 4

PROFESSIONAL APPOINTMENTS - SETTING OF SALARIES SCHEDULE B#188

The following persons shall be hired and employed in the following positions at the salary or compensation and on the starting date listed.

	eter N. Coppelli	isa A. Shuffstall	1my R. Lawrence	Rebecca Schaef	Svirbly	Melonie A. Courson	Sabrina S. Coulter	EMPLOYEE
	Certification Change	Certification Change	Certification Change	Certification Change	Type 61, Instructional I Mathematics 7-12	Type 61, Instructional I Elementary K-6	Type 31, Educational Ma Specialist I Ste Elementary School Counselor Secondary School Counselor	SERVICE CERTIFICATION
	Bachelor's +15 Step 5	Bachelor's +15 Step 2	Master's Step 2	Bachelor's +15 Step 2	Bachelor's Step 1	Bachelor's +15 Step 1	Master's Step 1 1selor selor	POSITION ON SALARY
	Full j	Full		\$39,838.00	\$38,737.00 X	\$39,338.00 X	00 Comparation transfer and the comparation of the	SALAWY
CANOTIL	increment	increment	rement		East End Elementary Mathematics		CONTRACT CONTRACT CONTRACT X Guidance Counselor East End Elementary School	
8/28/06	8/28/06	8/28/06	8/28/06	8/28/06 School	8/28/06		BEGINS 8/22/06	Page 4 of 4

Provide the American production of the analysis

DATE APPROVED: October 30, 2006

.....1-carrarorra=10-80-06.40c

PROFESSIONAL APPOINTMENTAL SETTING OF SALARIES PROFESSIONAL SETTING OF SA

				Spadafore	Rebecca E.	EMPLOYEE
				Elementary K-6		CERTIFICATION
				Master's Step 1	ON SALARY SCALE	POSITION
				\$39,837 (Pro-rated)		
				LTS - Librarian for First District Elem	TEMPORARY	
				LTS - Librarian for Sue Serra First District Elementary & West End Elementary	PERMANENT	
				9/28/06 Elementary	BEGINS	Page 1 of 1

Case 1:04-cv-00264-SJM Document 124-18

Filed 07/03/2007

*Elementary Teaching Positions

School year: 2001-2002

Long-Term positions: 3 Permanent Positions: 0

School year 2002-2003

Long-Term positions: 5 Permanent positions: 0

School year 2003-2004

Long-Term positions: 0 Permanent positions: 0

School year 2004-2005

Long-Term positions: 3 Permanent positions: 9

School year 2005-2006

Long-Term positions: 4 Permanent positions: 4 Part-Time positions: 1

School year 2006-2007

Long-Term positions: 2 Permanent positions: 4

Long-Term positions total: 17 Permanent positions total: 17 Part-time positions total: 1 Total positions: 35

^{*} NO MEMBER! OF THE UNION BID ON THESE POSITIONS * LIST NOT INCLUDING SHORT-TERM POSITIONS

Case 1:04-cv-00264-SJM Document 124-18

Filed 07/03/2007

*Elementary Teaching Positions

School year: 2001-2002

Long-Term positions: 3 Permanent Positions: 0

School year 2002-2003

Long-Term positions: 5 Permanent positions: 0

School year 2003-2004

Long-Term positions: 0 Permanent positions: 0

School year 2004-2005

Long-Term positions: 3 Permanent positions: 9

School year 2005-2006

Long-Term positions: 4 Permanent positions: 4 Part-Time positions: 1

School year 2006-2007

Long-Term positions: 2 Permanent positions: 4

Long-Term positions total: 17 Permanent positions total: 17 Part-time positions total: 1 Total positions: 35

Cx#29

29 * NO MEMBER! OF THE UNION BID ON THESE POSITIONS * LIST NOT INCLUDING SHORT-TERM POSITIONS

Case 1:04-cv-00264-SJM	Document 124-18	Filed 07/03/	200)7	Pag	e 26	of 48	3	
			Drian M	Marci Pifer	Karen Jamieson	Rowena	Name		861160
		1	ahonev	fer	amieson	Rowena Wagner			SCHOOL YEAR 2001-2002
		Fater	Male	Fe	Fer		Ger		2001-20
		111 - Jaw		Female	Female	Female /	Gender F		02
		Forten-111-law saxt on	White	White	White	Asian	Race		
			May 2000	Aug 1997		May 2000	Graduat		
		Trieniew	8)7	1997	ŏ	Graduation Date		
		3	Elem. E	Elem. E	Elem. E	Elem, E	Area of		
		the	Ed. K-6	Ed. K-6/EC	Ed. K-6	Ed. K-6	Area of Cerification		
		(m. s	Jul		Ma	May	on Date		
		(m. Stanton)	July 2000	Feb 1998	May 1998	y 2001	te of Cert		
		3			Þ	×			
		(repotism?) (she capital of sport)	Jan 2002	Dec 2001	Aug 2001		Date hired		
		coxeta	LTS		LTS-	Subs			
		S. S	Grade 2	Grade 1	Kdg. Co	Substitute Leacher	Position/School		-
		not)	LTS Grade 2 West End	LTS Grade 1 Second Dist.	LTS- Kdg. Cochranton	acher	. 2		
			0	Dist.					
					1				
					interru	3			

July 13, 2005

CRAWFORD CENTRAL SCHOOL DISTRICT MEADVILLE, PA 16335 11280 MERCER PIKE

ELEMENTARY TEACHERS HIRED BETWEEN JUNE 2001 AND JUNE 2005

ase 1.0		00204-	OOIVI DO	Cument	124-10) Theu	01/0)3/2001 I
Aug, 2002 None)Sept, 2002 Donna Jo Triggiani Oct, 2002 None	Brian Mahoney Bradley Johnston) July, 2002 M.Colleen Blackmore Michele Shimek	May, 2002 None June, 2002 Michele Freymulh		None Marcie Pifer Brian Mahoney	July, 2001 None Aug, 2001 Karen Jamieson Sept, 2001 Susan Baker Oct, 2001 None	May, 2001 None June, 2001 Michele Freymuth	DATE OF NAME
Elem. Guid. Counselor-SD	Learning Support - SD LTS-Learning Support -CE	Hearing Impaired - FD Learning Support-FD/SD	Special Education-SD	HIRED Because with	LTS-Grade 1-SD LTS-Grade 2-WE	LTS-Kindergarten-CE PT to FT - EE	LTS-Learning Support-CE	POSITION
	Greta English				H. Powell M. Raber	Lisa Beck	Greta English	PERSON SUBBING FOR IF LONG TERM SUB
Elementary Guidance	Special Education Special Education	Hearing Impaired Special Education Elementary Education	Special Education Elementary Education		Elementary	Elementary Special Education	Special Education	CERTIFICATION
5/1/2001	12/1/2000 5/1/2000	8/1/1979 1/1/1999 1/1/1999	12/1/1997 12/1/1997		2/1/1998 7/1/2000	5/1/1998 6/1/2002	12/1/1997	YEAR OF CERTIFICATION
	02-03 only		Awarded position thru bidding process by collective bargaining agreement		1/7/02 - 6/02 1/22/02-6/02	₂₀ 01-02 only	01-02 only	COMMENTS

CJSHS-Cochranton Jr.-Sr. High FD-First District Elementary WE-West End Elementary

Nov, 2002 None

EE-East End Elementary LTS-Long Term Substitute

CE-Coc' Inton Elementary

NTERVIEW DATE:	12/2002							
	100							
48 Name	Gender	Race	Graduation Date	Area of Cerification	Date of Cert	Date hired	Position/School	Experience
Rowena Wagner	Female	Asian	May 2000	Elem. Ed. K-6	May 2001	×	×	
Chad Dimont	Male	White	Dec 2000	Elem. Ed. K-6	Dec 2000	01/02/03	01/02/03 LTS- Grade 4- Neason Hill 6 mos. (Pitts	6 mo
e Anna Machagin	Eemale	White	May 2001	Flem Ed K-6	May 2001	01/02/03	01/02/03 LTS-KdgWest End	
Valle Michigan	Eamala	White	2000		Aug 2000	01/02/03	01/02/03 LTS-Grade 2-Cochranton	
*Robert Razvlak	Male	White	Dec 2002	Elem.	Jan 2003	01/02/03	01/02/03 LTS-Grade 5-Second Dist.	
Nikki Shearer	Female	White	Dec 2002	Elem. Ed. K-6	Jan 2003	01/02/03	01/02/03 LTS-Grade 3- West End	
Charles C								
21 lak is Aunt-tracke								
1) CC - moturin-	1- am	is tracter	7					
- 1 - 3								
* Amy Szalewicz was	s employed	by Setor	Catholic School	Amy Szalewicz was employed by Seton Catholic School from 08/00 to 12/02 - see Szalewicz's	see Szalewicz's file			
No formal obervation - Suzanne Good's deposition	n - Suzanr	ne Good's	s deposition —	frend of Suzance	me (rood			
Ms. Joye Pickens's position	position							
* Robert Bazylak, a student teacher was interviewed before graduation date	student tea	cher was	interviewed before	e graduation date.				

Case 1:04-cv-00264-SJM

1.3 S. ,PA) 1.3 *2.4 0 Geogle

The following persons shall be hired and employed in the following positions at the salary or compensation and on the starting date listed.

PROFESSIONAL APPOINTMENTS - SETTING OF SALARIES SCHEDULE B #153

A WIPLOYEE	SERVICE CERTIFICATION	POSITION ON SALARY SCALE Bachelor's	SALARY (pro-rated)	TEMPORARY PERMANENT CONTRACT CONTRACT CONTRACT Long-Term Substitute at Coch. Elem. Grad 2 for the remainder
y R. Jewicz	Elementary	Bachelor's Step 1	(pro-rated) \$33,271	Long of th
n cElwain	Elementary	Bachelor's +15 Step 1	(pro-rated) \$33,771	Long-Term Substitute at West End Elem. Kindergarten PM only for the remainder of the 2002-2003 school year 01/02/03 (G.English/shared Kindergarten)
kki L heagen	Elementary	Bachelor's Step 1	(pro-rated) \$33,271	Long-Term Substitute at West End Elem. Grade 3 for the remainder of the 2002-2003 school year (J.Samson)
bert azīylak	Elementary	Bachelor's Step 1	(pro-rated) \$33,271	Long-Term Substitute at Second Dist. Elem. Grade 5 for the remainder of the 2002-2003 school year 01/17/03

Case 1:04-cv-00264-SJM Document 124-18 Filed 07/03/2007 Page 30 of 48

Instructional Support Center 11280 Mercer Pike Meadville, Pennsylvania 16335-9504 Telephone: (814) 724-3960 FAX: (814) 333-8731

Michael E. Dolecki, Superintendent

www.craw.org

Charles E. Heller III

Assistant Superintendent
Shawn G. Sampson

Business Manager/Board Secretary
Suzanne L. Good
Director of Elementary Curriculum
Jennifer A. Brown
Director of Secondary Curriculum
Nicholas J. Cheropovich
Director of Special Services
John M. Bauer
Supervisor of Buildings & Grounds
Richard L. Fraker
Coordinator of Technology

OFFICE OF THE ASSISTANT SUPERINTENDENT

December 20, 2002

Mrs. Rowena Wagner 166 N. Franklin St., P.O. Box 781 Cochranton, PA 16314

Dear Mrs. Wagner:

The interviewing team has met and considered carefully all the applicants for the positions listed. The team had to make a choice between several highly qualified candidates.

Chad DuPont	Grade 4	Neason Hill Elementary School
Anna McElwain	Kindergarten	West End Elementary School
Amy Szalewicz	Grade 2	Cochranton Elementary School
Robert Bazylak	Grade 5	Second District Elementary School
Nikki Shearer	Grade 3	West End Elementary School

I will keep your application on file to review if another position should become available.

Thank you for your continued interest in our School District.

Club & Helle, TII

Charles E. Heller, III

Assistant Superintendent of Schools

CEH/s

Case 1:04fcv-002	64 * Lori Carr subbe	JM	*	ocur	e *Tammy Foster	nt 12	24-1	8		Cheryl Krachkowski	d*Lori Carr	O Meghan Porter	O Danielle Morris	Chad Dupont	o Mark Weathers	7 *Lisa Taormina	*Tammy Foster	P Frin Rourguin	C KODER Bazylak	Rowena Wagner	1 0	f 48 Name	INTERVIEW DATE:	SCHOOL YEAR 2004-2005
fr his job	ed for CCSD, o		graduated Apr		subbed for CC				-		Female	Female	Female	Male	Male	Female		Female of alc				Gender	TE: MARCH 2004	2004-2005
, but	conneaut		il 2003 m 2004 Mas		SD from I				White	White	White	White	White	White	White	White	Black	White	White	Asian		Race	004	
land sod m	and Penncrest So		ajor: Applied Devi ster of Arts in Tea		*Tammy Foster subbed for CCSD from November 1994-June 1996				May 2004	Aug 2002	May 1999	May 2001	May 2004	Dec 2002	May 2002		May 1994	Dec 2002	2007	May 2000		Graduation Date		
ble land	chool District (Sud		a graduated April 2003 major: Applied Developmental Psychology, Univ. of Pittsl graduated June 2004 Master of Arts in Teaching: Elementary Education, Univ. of		une 1996				El. Ed K-6/EC	Elem. Ed. K-6	Elementary	EI. Ed K-6/EC	Elem. Ed. K-6	Elem. Ed. K-6	Elem, Ed, K-6	Elem. Ed. K-6	Elementary		ח ה	Elem. Ed. K-6	1	Area of Cerification		
han Krackk	heal at one Sc		Lisa Taormina graduated April 2003 major: Applied Developmental Psychology, Univ. of Pittsburgh, PA graduated June 2004 Master of Arts in Teaching: Elementary Education, Univ. of Pittsburgh						June 2004	Nov 2002	May 1999	Feb 2002	June 2004	Dec 2000	June 2002	Nov 2003	June 1994	Jan 2003	Aug 2000	Nay 2001		n Date of Cert		
zuski hred	earl states		ourgh, PA f Pittsburgh, PA						Sept 2004	Sept 2004	Aug 2004	Aug 2004	Aug 2004	May 2004	May 2004	May 2004	May 2004	May 2004	May 2004	May 2004	<	Date hired		
Case 1:04 & asked of this job, but land sol no ble laund; then knockhewski hired (at k) at k)									Kindergarten - East End	LTS- Grade 4- Cochranton	Grade 5- Cochranton	LTS-Grade 3- West End	LTS- Grade 1 - Cochranton	Grade 5 - First District	Grade 5 - First District	Grade 1- Second District	Grade 2- First District	Grade 3 - Second District	Kindergarten - Second Dist	Grade 6 - Second District	V Luck after long K-Sub	Position/School		
	,								0	6 mos. (Greenville)	5 years sub		0	1.8	1.7	0	1.8	1.2	Total Control	12	x-50b.	Experience		

CRAWFORD CENTRAL SCHOOL DISTRICT MEADVILLE, PA 16335 11280 MERCER PIKE

July 13, 2005

ELEMENTARY TEACHERS HIRED BETWEEN JUNE 2001 AND JUNE 2005

PERSON

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(36) Danielle Landon	6	Julie Logan	4	(27) Lisa Taormina		Robin Leri		(3) Reherra Schoof	į		Nikki Shearer	(20) Rachelle Stein	leffrey Miller	Tammy Englar	Trin Bourguin:	()S) Robert Bazylak	A This oralewicz.	O A Amy exploming	(K) Chilain Chellen		lisa Shuffetall		2004		DATE OF	
Guidance Counselor-EE		Learning Support - CE	Parning Support	Prode 4 SD	realilling Support - FD	100 Triba	realling Support - FD			File acy Coach = FD/EE	Lean III Support - CE	Endudial Support - NH	Grade Z - FD				Nildergarten - SD		reaming support - CE	reaning Support - FD	l corrier Support II	DT Elementer: Citted - FD	TOUTECE	0001100		
m v		· ·) [T]	N	m	· co		707		m	(A)	·	m	m			C.	(0		60			SUB		IF I ONG TEDM	SUBBING FOR
Special Education N-12 Elementary Guidance	Elementary K-6	Special Education N-12	Elementary K-6	Special Education N-12	Elementary K-6	Special Education N-12	Elementary K-6	Reading Specialist	Elementary K-6	Early Childhood N-3	pecial Education N-12	Special Education N-12	Elementary K-6	Elementary K-6	Elementary K-6	Elementary K-6	Early Childhood	Special Education N-12	Elementary K-6	Special Education N-12	Music	Early Childhood	CERTIFICATION			
ת	Tì	5/1/2004	11/1/2003	6/1/2004	6/1/2004	1/1/2004	1/1/2004	7/1/2004	1/1/2003	1/1/2003	6/1/2003	6/1/2003	6/1/1994	1/1/2003	1/1/2003	8/1/2000	8/1/2000	11/1/2002	11/1/2002	8/1/2004	10/1/2004	7/1/1996	CERTIFICATION	YEAR OF		
Resigned May 2004	Resigned May 2004																				1		COMMENTS			

CJSHS-Cochranton Jr.-Sr. High FD-First District Elementary WE-West End Elementary

Secondary Guidance Elementary Guidance

Resigned May 2004

CE-Cochranton Elementary EE-East End Elementary LTS-Long Term Substitute

SD-Second District Elementary
NH-Neason Hill Elementary PT-Part-time - FT 1-time

Page 33 of 48

II THE DATE OF June, 2004 Stacie Boca

Filed 07/03/2007

NAME

Librarian - FD/EE POSITION

SUB

SUBBING FOR

IF LONG TERM

PERSON

Mark Weathers

Laurie Vaughn Grade 5 - FD Title I Reading - WE

Chad DuPont

Marcie Pifer

Math/Reading Inter.-SD/NH/CE

Grade 5 - EE

Temp, Title I Reading-FD

Karen Jamieson

Document 124-18

Martha MacLaren Kristen Bazylak Emotional Support - NH Elem. Guidance Counselor - EE

Wendy Alward Speech/Lang - WE Emotional Support - FD Speech/Lang - FD/SD Speech/Lang - EE/NH

Gayle Chapin

Gayle Chapin

Mary Hauser

July, 2004 None

Aug. 2004 Danielle Morris

Aug. 2004 Megan Porter

Lori Carr

Sept. 2004 None

Case

Oct, 2004 Cheryl Krachkowski LTS-Grade 1-CE Grade 5 - CE LTS-Grade 3-WE

LTS - Grade 4- CE

Donald Erdley

Bonalyn Stone

Elementary K-6 Elementary K-6 Elementary K-6

Ment/Phys Impaired Elementary K-6 Speech & Lanq. Impaired Speech Correction Speech Correction Ment/Phys Impaired

Jennifer Thumm

Elementary K-6

5/1/1999 6/1/2004 2/1/2002

2004-2005 only

11/2/2002

CJSHS-Cochrapton Jr.-Sr. High FD-First District Elementary WE-West End Elementary

EE-East End Elementary LTS-Long Term Substitute

CE-Coc

Iton Elementary

ELEMENTARY TEACHERS HIRED BETWEEN JUNE 2001 AND JUNE 2005 July 13, 2005

CRAWFORD CENTRAL SCHOOL DISTRICT

11280 MERCER PIKE

MEADVILLE, PA 16335

CERTIFICATION CERTIFICATION

YEAR OF

COMMENTS

Elementary Elementary Early Childhood N-3 Elementary K-6 6/1/2002 1/1/1997 1/1/1997

Early Childhood N-3 Elementary K-6 Reading Specialist 12/1/2000 2/1/1998 7/1/1997 1/1/1997

Elementary

2/1/1998

5/1/1998

4/1/2004

one year

Elem. School Counselor

5/1/2003 4/1/2004

Social Studies Reading Specialist Elementary K-6

Elementary K-6

6/1/1990 6/1/1990

5/1/1993 5/1/1993 7/1/1998 9/1/1979 2/1/2003

2004-2005 only 2004-2005 only

SD-Second District Elementary NH-Neason Hill Elementary DT Dort simo 7

Case 1:04-cv-00264-SJM

CRAWFORD CENTRAL SCHOOL DISTRICT MEADVILLE, PA 16335 11280 MERCER PIKE

July 13, 2005

ELEMENTARY TEACHERS HIRED BETWEEN JUNE 2001 AND JUNE 2005

PERSON

2	CERTIFICATION	CERTIFICATION	SUB	POSITION	
	YEAR OF		IF LONG TERM		
	•		SUBBING FOR		

)264-SJIVI	DC		mer		24	-16	5	Г	lie	u ()//	03	/2U ~===
(E)(E)	(F)	lune, 2005	May, 2005 None	Mar. 2005 None		Feb. 2005	Jan. 2005 None	Dec. 2004 None	None sona		D)	Oct, 2004	R
પ્રેJoseph Hruska Amber Nolan-Johnstor	SE) Chistina Jankoviak	June, 2005 Amber Digiacomo	None	None	Patricia Frano	🕇) Feb. 2005 Patricia Frano	None	Dec. 2004 None		Julie Waha	-	Jennifer Stefanucci	IRE NAME
Joseph Hruska Health/Physical Ed - EE	Elem. Alternative Ed/ISS-FD	Learning Support - FD			PT Title I Reading - Seton	FT Title I Reading - FD		opeedi/Lang - FD/NH/CE/CJSHS		Learning Support - SD		Kindergarten - EE	POSITION
Star Star Star Star Star Star Star Star					Z.	Z.				Ш	ŭū	П	SUB C
Special Education N-12 Health/Physical Educatior Elementary K-6 Special Education N-12	Special Education N-12 Elementary K-6	ementary K-6			Reading Specialist	Reading Specialist		Speech & Lang, Impaired	Ment/Phys Impaired	Elementary K-6	Early Childhood N-3	Elementary K-6	CERTIFICATION
5/1/2005 12/1/2004 1/1/2003 1/1/2003	5/1/2005 5/1/2005	5/1/2005			3/1/2004	3/1/2004		7/1/2000	2/1/2000	2/1/2000	6/1/2004	6/1/2004	CERTIFICATION
					2006-2007	2004-2005 & 2005-2006							COMMENTS

Case 1:04-cv-00264-SJM	Document 124-	18	Fi	led	07	7 /0:	3/2	200	7	F	Pac	ae	35	of 4	.8		
	- 10 12 1		*Naomi Uy-Moore - with Maryland teaching certificate					Megan Porter	*Naomi Uy-Moore	Norman Carner	Christopher Peters	Danielle Morris	3 Rowena Wagner	Name		Plaintiff not interviewed	SCHOOL YEAR 2005-2006
			with Maryla		Female	Female	Female	Female	Female	Male	Male	Female	Female	Gender		éd	5-2006
			nd teach		White	White	White	White	Asian	White	White	White	Asian	Race			
	2 >				unknown	unknown \	Aug 2002	May 2001	1988	Dec 2004	May 2005	May 2004	May 2000	Graduation Date			
	win provided to		but not certified in Pennsylvania.		Elem. Ed. K-6/EC	Ed.	Elem. Ed. K-6	Elem. Ed. K-6/EC		Elem. Ed. K-6	Ed	Ed	E	e Area of Cerification			
			Failed to		unknown	unknown	Nov 2002	Feb 2002	March 1996	Jan 2005	May 2005	June 2004	May 2001	Date of Cert			
			obtain an Out-c		Dec 2005	Nov 2005	Nov 2005	Aug 2005	Aug 2005	Aug 2005	Aug 2005	Aug 2005	×	Date hired			
			Out-of -State certification. See Uy-N		Part-time ESL- East End	LTS-Grade 1- Second Dist.	LTS-Kdg,-First District	Grade 1- First District	I TS-Grade 1-West End	Kindergarten- Second Dist.	LTS-Grade 4- Cochranton	Grade 1- Cochranton Elem.	×	Position/School			
			Uy-Moore's file.		unknown	unknown	1.5	ω.	1 Dyrs Marylarid	4 mos. sub	. 0		4	Experience (years)			

Case 1:04-cv-00264-SJM

CRAWFORD CENTRAL SCHOOL DISTRICT BOARD OF SCHOOL DIRECTORS

PROFESSIONAL APPOINTMENTS - SETTING OF SALARIES SCHEDULE B #179

The following persons shall be hired and employed in the following positions at the salary or compensation and on the starting date listed.

Page 2 of 2

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							·		Christopher D. Peters	Danielle M. Morris	EMPLOYEE
									Elementary Education	Elementary K – 6 Reading Specialist	SERVICE
									n Bachelor's Step 1	Bachelor's Step 1	POSITION ON SALARY SCALE
									\$37,500	\$37, 500	SALARY
									Long Term Substit Cochranton Eleme	X Grade 1 Cochranton Ele	TEMPORARY
									ute – Grade 4 ntary (D. Erdley)	mentary School	PERMANENT CONTRACT
									8/29/05	8/29/05	BEGINS
										opher D. Elementary Education Bachelor's \$37,500 Cochranton Elementary (D. Erdley)	Reading Specialist Step 1 \$37,500 Cochranton Elementary School Reading Specialist Step 1 \$37,500 Cochranton Elementary School Cochranton Elementary Education Bachelor's Step 1 \$37,500 Cochranton Elementary (D. Erdley)

DATE APPROVED: AUGUST 22, 2005

8/29/05

8/29/05

File:Board\SCHEDULE=8-22-05.doc

CRAWFORD CENTRAL SCHOOL DISTRICT BOARD OF SCHOOL DIRECTORS

SCHEDULE B #179 PROFESSIONAL APPOINTMENTS - SETTING OF SALARIES

The following persons shall be hired and employed in the following positions at the salary or compensation and on the starting date listed.

				senterng nace notes.		Page 1 of 2
EMPLOYEE	SERVICE CERTIFICATION	POSITION ON SALARY SCALE	SALARY	TEMPORARY	PERMANENT	BEGINS
Daniel T. Svirbly	Certification Change	Bachelor's +15 Step 1	\$38,000	Full increment		8/29/05
Deborah L. Ross	Certification Change	Bachelor's +15 Step 2	\$38,681	Full increment		8/29/05
Wallace G. Mason, Il	Il Certification Change	Master's Step 9	\$46,097	Full increment		8/29/05
Aimee L. Shorts	Certification Change	Master's Step 2	\$39,180	Full increment		8/29/05
Christine D. Bond	Certification Change	Master's Step 2	\$39,180	Full increment		8/29/05
Natalie Veltre	Certification Change	Master's Step 1	\$38,500	Full increment		8/29/05
Simoan Ray	Certification Change	Master's Step 1	\$38,500	Full increment		8/29/05
Karen Jamieson	Certification Change	Bachelor's +15 Step 1	\$38,000	Full increment		8/29/05
Christa Sherred	Certification Change	Master's +15 Step 3	\$40,664	Full increment		8/29/05
Megan K. Porter	Elementary K - 6 Early Childhood	Bachelor's Step 1	\$37,500	X Grade 1 First District Elementary School	mentary School	8/29/05
						0/11/00

DATE APPROVED: AUGUST 22, 2005

DATE APPROVED:

AUGUST 22, 2005

File:Board\SCHEDULE=8-22-05.doc

CRAWFORD CENTRAL SCHOOL DISTRICT BOARD OF SCHOOL DIRECTORS

PROFESSIONAL APPOINTMENTS - SETTING OF SALARIES SCHEDULE B #179

The following persons shall be hired and employed in the following positions at the salary or compensation and on the starting date listed.

	CECALOR	7)				Page 1 of 2
EMPLOYEE	CERTIFICATION	ON SALARY SCALE	SALARY	TEMPORARY	PERMANENT	BEGINS
Daniel T. Svirbly	Certification Change	Step 1	\$38,000	Full increment		8/29/05
Deborah L. Ross	Certification Change	Bachelor's +15 Step 2	\$38,681	Full increment		8/29/05
Wallace G. Mason, Il	Il Certification Change	Master's Step 9	\$46,097	Full increment		8/29/05
Aimee L. Shorts	Certification Change	Master's Step 2	#30 180			
		Master's				0/29/05
Christine D. Bond	Certification Change	Step 2	\$39,180	Full increment		8/29/05
Natalie Veltre	Certification Change	Master's Step 1	\$38,500	Full increment		8/29/05
Simoan Ray	Certification Change	Master's Step 1	\$38,500	Full increment		8/29/05.
Karen Jamieson	Certification Change	Bachelor's +15 Step 1	\$38,000	Full increment		8/30/05
Christa Sherred	Certification Change	Master's +15 Step 3	\$40,664	Full increment		8/29/05
Megan K.	Elementary K - 6	Bachelor's				
Porter		Step 1	\$37,500	A Grade 1 First District Ele	Grade 1 First District Elementary School	8/29/05

CRAWFORD CENTRAL SCHOOL DISTRICT BOARD OF SCHOOL DIRECTORS

SCHEDULE B #181 PROFESSIONAL APPOINTMENTS - SETTING OF SALARIES

The following persons shall be hired and employed in the following positions at the salary or compensation and on the starting date listed.

Page 1 of 1

+	10 1110	50 01/0.	3/20	O1	
	Stacey L. Thompson	Cheryl K. Krachkowski	EMPLOYEE		
	Elementary Education	Elementary Education	CERTIFICATION	SERVICE	
	Bachelor's Step 1	Bachelor's Step 1	ON SALARY SCALE	POSITION	
	\$37,500 (pro-rated)	\$37,500 (pro-rated)	SALAKI	CAT A DV	
	Temporary Grade 1 Teacher Second District Elementary (vacancy from B. Kantz resignation)	Temporary kindergal territories First District Elementary School (for Amy Holt)	CONTRACT CONTRACT	TEMPORARY PERMANENT	
	11/21/05 through remainder of 2005-200 school year	through remainder of 2005-2006 school year	Effective 11/16/05	BEGINS	

Elementary Education

Early Childhood

CERTIFICATION

SERVICE

CRAWFORD CENTRAL SCHOOL DISTRICT BOARD OF SCHOOL DIRECTORS

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SCHEDULE B #182

PROFESSIONAL APPOINTMENTS - SETTING OF SALARIES

The following persons shall be hired and employed in the following positions at the salary or compensation and on the starting date listed.

POSITION ON SALARY SALARY \$25.00/hr. East End Elementary School Part-time ESL Teacher (Pending Act 34, Act 151 Clearances and Physical) TEMPORARY CONTRACT PERMANENT CONTRACT of 2005-2006 school 12/1/05 thru remaind(BEGINS Page 1 of 1

Page - 2.

nate: APPROVED: December 19, 2005



A Professional Corporation

120 West Tenth Street Erie, Pennsylvania 16501-1461 814-459-2800 Fax 814-453-4530 www.kmgslaw.com Mark J. Kuhar Direct Dial Number 814-459-9886 Ext. 250 mkuhar@kmgslaw.com

June 3, 2005

RICHARD H. ZAMBOLDI JACK M. GORNALL HARRY K. THOMAS MICHAEL A. FETZNER JAMES T. MARNEN MICHAEL J. VISNOSKY DONALD E. WRIGHT, JR. RICHARD W. PERHACS ROBERT G. DWYER R. PERRIN BAKER MARK E. MIODUSZEWSKI CARL N. MOORE DAVID M. MOSIER THOMAS A. TUPITZA GUY C. FUSTINE RICHARD E. BORDONARO BRIAN GLOWACKI JOHN O. DODICK FRANCIS J. KLEMENSIC TIMOTHY M. SENNETT WILLIAM C. WAGNER PATRICIA K. SMITH MARK T. WASSELL RICHARD A. LANZILLO JOANNA K. BUDDE PETER A. PENTZ MARK G. CLAYPOOL THOMAS C. HOFFMAN II MARK J. KUHAR CHRISTOPHER J. SINNOTT TIMOTHY M. ZIEZIULA JENNIFER E. GORNALL-ROUCH MARK A. DENLINGER JEROME C. WEGLEY TRACEY D. BOWES TRACY L. HARRIS NEAL R. DEVLIN ANDREW F. GORNALL NADIA A. HAVARD

OF COUNSEL: WILLIAM C. SENNETT EDWIN L.R. McKEAN Caleb L. Nichols, Esq. P.O. Box 1585 Erie, PA 16507

RE: Wagner v. Crawford Central School District, et al. No. 04-264

Dear Mr. Nichols:

Enclosed is a list of elementary education teachers hired by the District.

Very truly yours,

KNOX McLAUGHLIN GORNALL & SENNETT, P.C.

Mark J. Kuhar

MJK/hm Enclosure # 616379

c: Owen R. Kenney, Esq.

Case 1:04-cv-00264-SJM Document 124-18 Filed 07/03/2007 Page 43 of 48

Crawford Central School District



Instructional Support Center
11280 Mercer Pike
Mendville, Pennsylvanin 16335-9504
Telephone; (814) 724-3960
FAX: (814) 333-8731
http://www.craw.org

Michael E. Dolecki, Superintendent

Charles E. Heller III Assistunt SuperIntendent Shawn G. Sumpson Bushiess Manager/Board Secretory Suzinne L., Good Director of Elementary Carriculum Jannifer A. Guldon Director of Secondary Curricultun David M. Harida Acting Director of Special Services John M. Bauer Supervisor of Buildings & Grounds Richard L. Fraker Coordinator of Technology Frank B. Burba Coordinator of Trans. I Food Service

OFFICE OF THE ASSISTANT SUPERINTENDENT

MEMO TO:

Mark Kuhar

FROM:

Charles E. Heller, III

DATE:

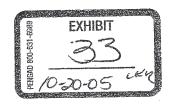
May 31, 2005

RE:

Elementary Teaching Positions

The following people are the only Elementary Education Teachers hired:

Name	Date of Hire
Aimee L. Shorts	9/25/2000
Amy R. Lawrence	5/24/2004
Erin Bourquin	5/24/2004
Lisa Taormina	5/24/2004
Robert Bazylak	5/24/2004
Tammy Foster	5/24/2004
Chad DuPont	6/28/2004
Marcie A. Pifer	6/28/2004
Mark Weathers	6/28/2004
Lori T. Carr	8/23/2004
Jennifer Stefanucci	10/25/2004



Case 1:04-cv-00264-SJM	Document 124-18
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Stacey Thompson
O7/03/20 Tara Kelyman
O7/03/Melonie Courson
Rebecca Spadafor Page 44 of 48 Chery Rebecca Spadafore | Female Stacey Thompson Cheryl Krachkowski Female Rowena Wagner Rowena Wagner, Plaintiff not considered for an interview - see Mr. Heller's letter dated July 21, 2006 **SCHOOL YEAR 2006-2007** Lauren Mattocks Female Female Female Female Female Gender White White Race White White White Asian White May 2000 unknown unknown Aug 2002 unknown unknown Graduation Date Area of Cerification Elementary Elem. Ed. K-6 unknown unknown unknown Nov 2002 May 2001 Date of Cert March 1996 unknown Sept 2006 Aug 2006 Aug 2006 Aug 2006 Aug 2006 Aug 2006 Date hired Position/School LTS-Library- First and West unknown Grade 1 Cochranton El.
Grade 1 Cochranton El. Grade 1 First District Kindergarten East End LTS- Grade 6 - Cochranton unknown Experience unknown unknown 2.5

Case 1:04-cv-00264-SJM Document 124-18 Filed 07/03/2007 Page 45 of 48

Crawford Central School District



Instructional Support Center 11280 Mercer Pike Meadville, Pennsylvania 16335-9504 Telephone: (814) 724-3960 FAX: (814) 333-8731 http://www.craw.org

Michael E. Dolecki, Superintendent

Charles E. Heller III Assistant Superintendent Shawn G. Sampson Business Manager/Board Secretary Suzanne L. Good Director of Elementary Curriculum Jennifer A. Galdon Director of Secondary Curriculum David M. Harida Acting Director of Special Services John M. Bauer Supervisor of Buildings & Grounds Richard L. Fraker Coordinator of Technology Frank B. Barba Coordinator of Trans./Food Service

OFFICE OF THE ASSISTANT SUPERINTENDENT

July 21, 2006

Mrs. Rowena Wagner 166 N. Franklin St., P.O. Box 781 Cochranton, PA 16314

Dear Mrs. Wagner:

The Screening Committee has met and considered carefully all the applicants for the position of Elementary Education Teacher at Crawford Central School District. The Committee had to make choices between many highly qualified candidates.

Although you were not considered for an interview, I will keep your application on file to review if another position should become available.

Thank you for your interest in our School District.

Sincerely,

Charles E. Heller, III

Assistant Superintendent of Schools

Chi Halle III

CEH/jen

CC: File

DATE APPROVED A 00 000

(pro-rated)

Cochranton Elementary School

CRAWFORD CENTRAL SCHOOL DISTRICT BOARD OF SCHOOL DIRECTORS

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PROFESSIONAL APPOINTMENTS - SETTING OF SALARIES SCHEDULE B #188

The following persons shall be hired and employed in the following positions at the salary or compensation and on the starting date listed.

Page 3 of 4

	AND THE REAL PROPERTY AND THE PARTY AND THE				1
EMPLOYEE	SERVICE CERTIFICATION	POSITION ON SALARY SCALE	SALARY	T	BEGINS
Roser	Type 61, Instructional I Elementary K-6 Special Education N-12	Master's Step 2	\$40,337.00	Reading Intervention Teacher Meadville Area Middle School	8/28/06
Evan T. Andrae	Type 61, Instructional I English 7 – 12	Master's Step 1	\$39,837.00	X Grade 7 English Teacher 8/2 Meadville Area Middle School	8/28/06
Miles K. O'Shea	Type 61, Instructional I English 7 – 12	Master's Step 2	\$40,337.00		8/28/06
Rebecca L. Faust	Type 61, Instructional I Speech Correction	Master's Step 1	\$39,837.00	X Speech & Language Pathologist 8/ Crawford Central School District	8/28/06
Michael V. Feleppa	Type 61, Instructional I Health & Physical Ed. Special Education	Bachelor's +15 Step 1	\$39,338.00	X MR Teacher 8/2 First District Elementary School	8/28/06
Cheryl K. Krachkowski	Type 61, Instructional I Elementary K – 6	Bachelor's Step 1	\$38,737.00	X Grade 1 Teacher 8/28 First District Elementary	8/28/06
Lauren N. Mattocks	Type 61, Instructional I Elementary K – 6 Mid-Level Mathematics	Bachelor's Step 1	\$38,737.00	X Grade 1 Teacher 8/28 Cochranton Elementary School	8/28/06
Stacey L. Thompson	Type 61, Instructional I Elementary K – 6	Bachelor's Step 1	\$38,737.00	X Grade 1 Teacher 8/28 Cochranton Elementary School	8/28/06
Kelyman	Elementary K – 6	Bachelor's Step 1	\$38,737.00 (pro-rated)	LTS - Grade 6 (Kathy Bauer) 8/28	8/28/06

ATE APPROVED: August 28, 2006

AND COUNTY AND AND COUNTY SEE STATE OF THE SECOND S

PROFESSIONAL APPOINTMENTS - SETTING OF SALARIES SCHEDULE B #188

The following persons shall be hired and employed in the following positions at the salary or compensation and on the starting date listed.

	Character					Page 4 of 4
EMPLOYEE	CERTIFICATION	POSITION ON SALARY SCALE	SALARY	TEMPORARY	PERMANENT	BEGINS
Coulter	Type 31, Educational Ma Specialist I Ste Elementary School Counselor Secondary School Counselor	Master's Step 1 selor	\$41,122.00	ě	Guidance Counselor East End Elementary School	8/22/06
Melonie A. Courson	Type 61, Instructional I Elementary K-6	Bachelor's +15 Step 1	\$39,338.00	×	Kindergarten	8/28/06
John M. Svirbly	Type 61, Instructional I Mathematics 7-12	Bachelor's Step 1	\$38,737.00	X Co	Mathematics Cochranton Ir -Sr High School	8/28/06
Rebecca Schaef	Certification Change	Bachelor's +15 Step 2	\$39,838.00	Full increment		8/28/06
Amy R. Lawrence	Certification Change	Master's Step 2	\$40,337.00	Full increment		0/20/00
ico A Chieffatall		Bachelor's +15				0/28/06
usa A. Shuffstall	usa A. Shuffstall Certification Change	Step 2	\$39,838.00	Full increment		8/28/06
eter N. Coppelli	Certification Change	Bachelor's +15 Step 5	\$42,009.00	Full increment		
						0/20/00

DATE / "ROVED: October 30, 2006

CRAWFORD CENTRAL SCHOOL DISTRICT BOARD OF SCHOOL DIRECTORS

PROFESSIONAL APPOINTMENTS - SETTING OF SALARIES SCHEDULE B #189

The following persons shall be hired and employed in the following positions at the salary or compensation and on the starting date listed.

Rebecca E. Spadafore	FMPI.OVFF
Type 61, Instructional I Elementary K-6	SERVICE
ON SALARY SCALE Master's Step 1	POSITION
\$39,837 (Pro-rated)	
TEMPORARY PERMANE CONTRACT CONTRAC LTS - Librarian for Sue Serra First District Elementary & We	
TEMPORARY PERMANENT CONTRACT CONTRACT CONTRACT LTS - Librarian for Sue Serra First District Elementary & West End Elementary	
BEGINS 9/28/06 Plementary	

Page 1 of 1